

# TRANSEND

July, 2008

A magazine for employees, retirees and stakeholders of the Arizona Department of Transportation

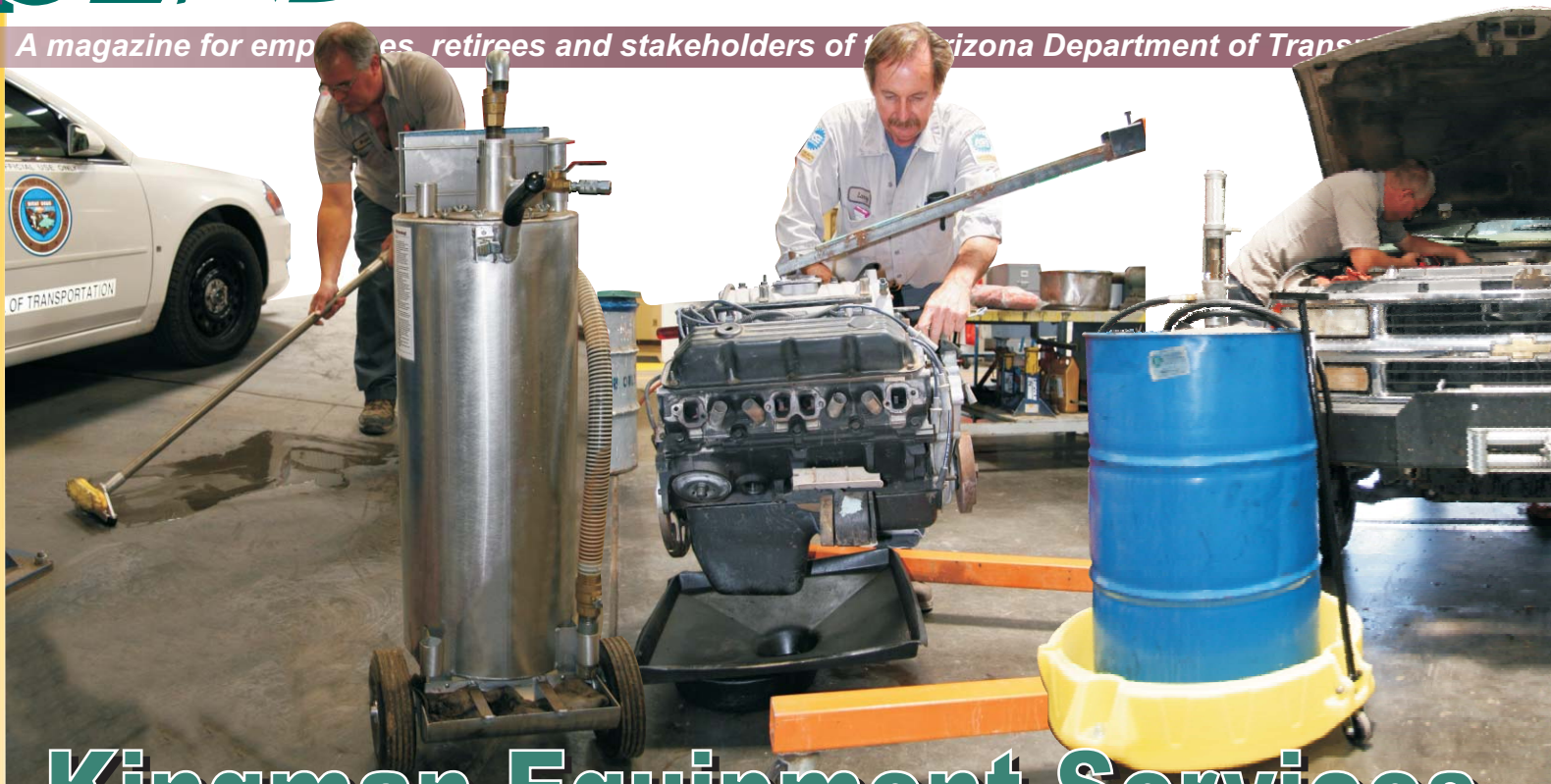
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## Kingman Equipment Services Clean and Green

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*Repair technicians at the Equipment Services shop in Kingman use ecologically friendly methods to service vehicles and keep their shop clean, earning them a Green Shop Award. From left, Brian Auman demonstrates the use of the Spill-Pro to recover spilled oil from the shop floor; Larry Adams, utilizes a drip pan beneath an engine he is servicing; and a secondary containment container is used to catch leaks or drips from a barrel as Kermit Glenn adds transmission fluid to a vehicle. (More photos inside.)*



Victor M. Mendez  
Director

## ADOT – Innovator in transportation

From the time American pioneers first settled in the Southwest area that we call Arizona, residents have been industrious and forward-thinking innovators.

Our ancestors pioneered mining and logging methods that required new and better roads to traverse the desert and mountainous regions. They developed new technologies for moving earth, clearing forests and traversing mountains and streams. In short, these hardy souls were the engineers of their day, blazing new roads, improving and widening early Native American trails. They set examples of ingenuity and industry that we emulate today.

In 1912, as America was developing its first motorized conveyances, Arizona became the 48th state and these early engineers developed wood-planked roads to accommodate motor vehicles to make it easier to navigate the diverse terrain.

As more people traveled westward, the infant Arizona Department of Highways devised innovative methods to build better roads that were graded smooth, covered with gravel, and

eventually paved with macadam surfaces – the forerunner of today's asphalt. Steel and concrete bridges replaced timber trusses. In the 1950's as the Interstate system spread west, Arizona roads became modern highways.

The word, innovation is more than a buzz word for ADOT. We truly believe that we are leading the way and setting the standard by which all other transportation systems will follow. We want to acquaint you with some of the innovative processes being developed by this agency.

Beginning with this issue of TRANSEND, you will see regular articles about how ADOT is innovative. Be sure to read the cover article today about how ADOT Equipment Service shops are using "green" methods to become environmentally friendly – eliminating harmful solvents, reducing waste, and becoming better stewards of our resources.

Today, ADOT continues in the footsteps of our ancestors to develop innovative ways of building a better infrastructure. From the way we construct and maintain highways, to the way we do business, we are the leaders and innovators in the transportation industry.

Sincerely,

Victor M. Mendez,  
  
 Director



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Kingman shop workers lead the way

## Everything's 'green' at this Equipment Service Shop

*This is the second in a three-part series about ADOT Equipment Services shops using environmentally friendly measures.*

**By Ron Loar**  
Editor

**M**echanics are cleaning up their act in ADOT's Equipment Services garages around the state, and the employees at the Kingman shop are leading the way.

Physical Plant Operations Manager John Nichols recently visited the shop to present Steve Carspecken and his six employees the Green Shop Award for attaining a perfect score in their evaluation. Nichols praised the willingness of the mechanics and technicians to adapt to new, and stringent regulations. "It's difficult to get old dogs to learn new tricks, but these mechanics quickly

accepted the new eco-friendly measures," Nichols said.

Carspecken, who has worked for Equipment Services for 20 years, wondered, too, if it would be difficult to get his crew to come around to doing business the new way. He didn't have to wait very long to find out that his workers were eager for the new methods. One thing he noticed is that the hands of the technicians are no longer rough and chafed from using harsh chemicals. Spills are less frequent, resulting in less clean-ups and fewer slips. "It's actually a pleasure to work in a clean and safe shop. I believe the guys feel better about working in a safer and healthier environment," he said.

Employees actually developed ways to make their jobs easier, safer, and cleaner. They fabricated inexpensive containers to prevent excess lubricants from dripping from grease and oil guns onto the garage floor.

"It's things like this that show they are embracing new methods," Robert Trapani, environmental engineer said. "Their willingness to go above and beyond the basic requirements is what earned them the Green Shop award."

Oil-stained floors, grease-soaked rags, and harmful solvents in vehicle repair shops are a thing of the past. In fact, ADOT's 22 Equipment Services shops around the state are meeting, or exceeding standards set for private commercial shops by the Arizona Department of Environmental Quality. They have done this by hiring their own 'Green Guru,' Robert Trapani, to implement and oversee the Green Shop Program.

Two years ago, Trapani joined ADOT and, under the direction of Devin Darlek, environmental program manager, assessed the overall conditions of the vehicle repair shops, then set about writing an in-depth Best Management Practice Manual that outlined ways to deal with disposal of waste materials such as used oil filters, coolant, tires, and batteries.

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*Curtis Thurman, equipment repair technician, uses a SmartWasher® to clean brake and rotor assembly instead of using harmful solvents.*



*David Arnold, Jr., parts expediter for the Kingman shop, removes a battery from the covered secondary containment storage area. Shop Supervisor Steve Carspecken, right, says the storage unit prevents battery acid from potentially leaking on the floor.*

# Equipment Service Shop

*(Concluded from Page 3)*

Trapani wrote detailed methods for preventing chemical spills through approved materials handling techniques, storage, and secondary containment areas. Procedures for handling and disposal of hazardous materials were also implemented.

Instead of cleaning oily and greasy parts with kerosene or volatile solvents, ADOT mechanics now use environmentally safe cleansers to degrease parts. A process called bioremediation employs bacteria that actually eat the oil. "These little critters thrive on oil," says Trapani, "No more breathing harmful vapors, or risking burns from flammable fluids."

ChemFree, the company that manufactures the bioremediation machines and microbes, describes the process this way: "Hydrocarbon-eating microbes are blended with special nutrients that break down the hydrocarbons into more water soluble, digestible materials that are subsequently absorbed and digested further. The end result is that the water that was previously polluted with oil becomes 'clean' with all the hydrocarbons converted to water and carbon dioxide."

For all the shops, Trapani purchased brake washers that use water instead of spray solvents to dispel brake dust from wheel assemblies.

"Solvents are nasty for the user as well as the environment. The harmful vapors were known to cause respiratory illnesses," he said. "Sure, they removed the brake dust, but as the solvents evaporated, they released the brake dust into the air for the mechanics to inhale."

The parts washers and brake washers are both approved by the Environmental Protection Agency, and the workers appreciate not having to use harmful chemicals.

Trapani secured funds to purchase secondary containment pallets for all the shops. These are elevated platforms of chemical-resistant material upon which oil and chemical drums are placed. In the event of a chemical spill they prevent chemicals from flowing into other areas and absorbing into the ground.

Finally, Trapani taught management and staff the importance of good housekeeping. "Cleaning up oil and chemical spills, and picking up loose nuts and bolts, before someone slips reduces injuries," he points out. Good housekeeping also includes proper floor cleaning techniques. "Gone are the days when mechanics got out the garden hose and washed down the floor at night," he said. "Today, our technicians use a self-contained machine that scrubs the floors with bio-degradable cleaner, and then squeegees the floor, all in one process."

No more harmful chemicals and oils being washed down the sewer," he said.

He saw to it that every shop is equipped with a high-capacity, high-power vacuum to be used in the event of a chemical spill. It resembles an over-sized vacuum sweeper with a 13-gallon capacity silver tank. The mechanics affectionately call it the "silver sucker."

Good housekeeping methods include turning off lights when not in use, water conservation, and solid waste management.

"Our technicians need to know more than how to perform diagnostics on an engine, or how to change an oil filter. They need to know how to be responsible stewards of the environment," Trapani says.

*Next month, get to know more about Robert Trapani and what drives him to make ADOT's Equipment Services shops more green for a sustainable future.*

*Jerry Pruett, lead technician, uses a floor scrubber to clean the floor at the Kingman shop. The machine washes the floor with detergent and removes the dirty water leaving the floor clean and dry.*



# Watchable Wildlife signs offer attraction at rest areas

By John Tucker  
Associate Editor

**A** rest area may not seem like an obvious place to soak up some local culture but a partnership between the Arizona Department of Transportation and the Arizona Game and Fish Department is changing that notion.

Visitors to the eastbound Sacaton Rest Area on I-10 south of Phoenix can sharpen their knowledge about those Sonoran Desert icons known as the saguaro cacti. Travelers at the westbound Parks Rest Area on I-40 west of Flagstaff can discover the wonders of the wapiti (a Shawnee Indian word for elk) that live in the surrounding forest.

These are just two of the Watchable Wildlife signs found at several ADOT rest areas across the state, part of an AGFD program designed to increase public appreciation for Arizona's diverse flora and fauna.

"It's a wonderful opportunity for educational outreach to travelers," ADOT's Rest Area Design Project Manager Debra Einweck said.

The signs, now installed at six rest areas across the state, highlight animals or plants indigenous to that particular region. In addition to the two signs mentioned above, the Hassayampa Rest Area features the red-tailed hawk; the Mazatzal Rest Area spotlights bears in Arizona; the southbound McGuireville Rest Area explains the local food chain, dominated by the large

predators of the region; and the Sunset Point Rest Area (currently closed for upgrades) features the pronghorn sheep. More signs are being planned. "We hope to install three to six more later this year at other rest areas," Einweck said.

The joint agency project began in 2006 when AGFD's Urban and Watchable Wildlife Project Manager Joe Yarchin contacted Einweck about the possibility of installing the signs at ADOT rest areas.

Einweck was intrigued with the proposal and Roadside Development Section Manager, LeRoy Brady agreed that it was a worthwhile project. The agencies signed an intergovernmental agreement, obtained the necessary permits, and eventually installed the first three signs in June, 2007; one at the McGuireville Rest Area (southbound side), one at the Sunset Point Rest Area, and one at the Parks Rest Area (westbound side).

The red-tailed hawk sign at the Hassayampa Rest Area near Wickenburg caught the eye of Lynn Brysacz who was driving home to Phoenix after spending the day in Prescott. "The sign is informative and interesting and I like how it is in the shade," she said.

Employees from AGFD's Information and Education Division decide on the topic, content and design for each sign. They visit the site and

*(Continued on Page 6)*



**One of several Watchable Wildlife signs being erected at rest areas across the state.**

## Randy Skinner receives humanitarian award

**R**andy Skinner, a maintenance supervisor with the Arizona Department of Transportation's Cordes Junction Maintenance Yard, took his place alongside police officers, community leaders, and other public safety advocates to receive a humanitarian award from the Mothers Against Drunk Drivers (MADD) and the Governor's Office of Highway Safety.



*R. Skinner*

At the Fourth Annual Statewide Recognition and Awards Dinner, held at The Buttes Marriott Resort in Tempe on May 30, Skinner was recognized for rescuing a dog that had escaped from a vehicle during a traffic accident that injured its owner. He was nominated by Bonnie Opie of ADOT's Partnering Office in Prescott, who along with Skinner's wife, Della, attended the dinner to witness the presentation.

Skinner, a 10-year veteran with ADOT, came upon a tractor-trailer rig that had collided with a car on Interstate 17, near State Route 69. Nichole Gordon, a recent graduate of Northern Arizona University in Flagstaff, had been traveling with all her possessions, and her dog, Opal when she lost control of her car after another vehicle swerved into her lane.

Her car rolled over into the on-coming lane of traffic and was struck by the semi truck.

The June 15, 2007, crash injured Gordon and left her personal possession scattered along the highway. Her part-Australian Shepherd escaped after the crash.

A former firefighter trained in rescue, Skinner administered first-aid to the injured woman, who expressed concern for her dog. The ADOT worker promised her that he would search for the animal and take care of it. When DPS officers and other ADOT maintenance workers arrived on the scene, Skinner collected all the woman's clothing and possessions from the scene and put them in plastic bags. He then set about searching for the missing dog.

He found the frightened animal about a quarter of a mile from the crash, and coaxed it to him. With five dogs in his own kennel, Skinner knows and respects animals, especially when they are agitated. He calmed the dog and took it home, where he bathed and fed it.

The following day, he contacted the investigating officers, and was able to return the dog to a relative of the injured woman. The dog's owner had just recently completed her course of studies at NAU to become a veterinarian, and was on her way to Tempe to take a job as a veterinarian's assistant when the crash happened.

In a letter to ADOT, Gordon's mother called Skinner a "hero," adding that Skinner "has a selflessness that I have not seen in another human being in a very long time. I wish I could be there to wrap my arms around you in thanks."

## Watchable Wildlife

*(Concluded from Page 5)*

work with ADOT to choose the sign location based on pedestrian corridors and avoiding underground utility locations. According to Einweck, most of the signs are installed near the restrooms for maximum visibility.

Financial support for the program comes from the Heritage Fund, created by voters in 1990 to further conservation efforts in the state. Funding comes from Arizona Lottery ticket sales.

This is not the first time that educational signs have appeared at ADOT rest areas. Tourism information displays, designed by ADOT and the Arizona Office of Tourism, can be found at most state rest areas.

The wildlife signs appear at other locations. Yarchin worked with the U.S. Forest Service, the Bureau of Land Management and the National Park Service to place Watchable Wildlife signs on their properties in Arizona.

A secondary goal of the Watchable Wildlife signs is to encourage travelers to linger a bit before they resume driving. "If there is something to do or see at a rest area, then travelers will stay a little longer and be more refreshed when they get back on the road," Einweck said.

Yarchin supports whatever benefits the signs may bring but his greatest hope is that they heighten awareness of the value of Arizona's wildlife. "Overall, we want to raise appreciation for wildlife in Arizona and in doing so, we hope to instill a conservation ethic in the public," Yarchin said.

# Little Tykes & BIG trucks

**P**ut a bunch of kids around big trucks and heavy equipment and they have more fun than they would with a puppy.

That was the experience that Dell Jenkins, of ADOT's Equipment Services shop in Phoenix had when he took several ADOT trucks to an Equipment Day event at Cartwright School in West Phoenix.

Approximately 500 young students, all a part of the school's summer education program, had an opportunity to sit in the trucks and ask questions about the vehicles. Jenkins said the kids got to try on safety vests and hard-hats, and each

received a safety coloring book provided by ADOT's Safety and Health Section.

Jenkins received hundreds of thank-you cards and letters; many of them colorfully illustrated with trucks, from the elementary students. He said, "I think I had as much fun as the kids that day."

The City of Phoenix, Valley Metro Transit, and Maricopa County also displayed fire trucks, an ambulance, bus, end loader and fork-lift.



*Dell Jenkins, right, watches as youngsters from Cartwright School in Phoenix line up for a chance to climb into the cab of an ADOT truck.*

## Changes in payroll procedures begin in July

**E**ffective this month, changes will be made in how the state issues payroll checks and direct deposit statements, according to Craig Rudolphy, controller for ADOT.

The Arizona Department of Administration will no longer issue printed payroll advices for employees with direct deposit.

Employees will have to log onto the YES Web site at [www.yes.az.gov](http://www.yes.az.gov) to view their deposit information. "If a printed copy of the information is needed, employees can easily print it from the YES site," Rudolphy said.

Employees who receive payroll warrants (payroll checks) will no longer receive them at their place of employment. Warrants will be mailed to the employee's home address, according to Rudolphy, who said that employees should allow one to four days for the checks to arrive in the U.S. Mail. He recommends that employees receiving traditional paychecks should be sure that the ADOA has their correct mailing address. This can be done at the YES Web site.

"Due to this change in payroll distribution, we encourage employees to sign up for direct deposit through their financial institution," Rudolphy said.

The change is being implemented by the ADOA as part of a paper reduction effort and streamlining process, according to Rudolphy, who said, "We are being told this change will save time and money, and will increase the security of personal information."

ADOT receives Regional Partnership award

# Bill Hayden honored by MAG Regional Council

**F**or nearly 40 years Bill Hayden's name has been synonymous with Valley freeways, owing to his expertise in freeway system management, environmental planning, and funding for ADOT and Maricopa County

His contributions earned him the Desert Peaks Award for Professional Service, bestowed by the Maricopa Association of Governments (MAG).



*B. Hayden*

Hayden, who retired from ADOT in February, was commended for "his tireless work in support of MAG in the evolution of the freeway system. He has often been called 'the glue' that kept the state and MAG working together in the most difficult times," said Dennis Smith, executive director of MAG.

"He worked to address citizens' concerns and facilitated cooperative efforts leading to problem solving," recalled emcee James M. Cavanaugh at the Desert Peaks Award evening held June 25 at the Arizona Biltmore Resort in Phoenix.

Presenting the award, City of Phoenix Vice Mayor Peggy Neely said of Hayden, "He was instrumental in supporting the MAG Regional Freeway System and the Regional Transportation Planning Life Cycle Program, including key roles in Proposition 300 in 1985 and Proposition 400 in 2004.

"When congress crafted federal transportation legislation, it envisioned an environment where metropolitan planning organizations and state departments of transportation worked together in a cooperative manner to plan and deliver regional transportation projects. Bill served a key role in fulfilling this vision, serving as a fixture at many MAG committees and becoming a liaison to other regions around the state. His dependability and energy were recognized by many of the citizens who relied on him to solve problems and facilitate communication."

Neeley said that "Hayden developed a unique relationship with Native American Indian communities, serving as a key negotiator with tribal leaders on many projects.

"When Bill started at ADOT in 1969, the MAG region had two freeways – Interstate 17 and a disconnected Interstate 10. By 2005, the region had almost doubled its freeway system by the addition of 982 new lane miles, and Bill Hayden was there every step of the way. But while Bill handled a lot of major issues in his time – he was also known for giving the same time, attention, consideration and respect to the small issues as he did to the biggest freeway projects."

Neeley concluded, "He epitomizes the term 'public servant'."

A Regional Partnership award was presented to ADOT, MAG, and the Town of Gilbert to honor their commitment to regionalism through cooperative efforts in completion of the Loop

202 (Santan Freeway). ADOT Deputy Director Travis accepted the award on behalf of ADOT.

Glendale Mayor Elaine Scruggs, presented the Partnership Award, to the Santan Freeway corridor partnership, saying "it spawned a unique approach to a freeway infrastructure design that incorporated and embraced several recreational and public art opportunities. The result of creatively fusing engineering design with a desire for community enhancement resulted in the creation of multiple public amenities such as Cosmo Park, Discovery Park, Zanjero Park, and approximately four miles of a multi-use trail system.

"What would have been dry slopes and concrete ditches have been replaced by grassy hills, lakes, ADA accessible trails, picnic ramadas, sports fields, a dog park, playgrounds, uniquely-themed trail portals, and public art," she said.

## Correction

*New expressway in Yuma County*, an article published in the June, 2008 issue, Page 13, incorrectly stated that the name of the Area Service Highway (ASH) was changed to the R.A. Vaughan Highway by action of the State Transportation Board.

According to minutes of the Transportation Board, they have not made an official designation of the highway.

# Roundin' Out the Red Mountain ADOT hosts Loop 202 opening

**I**n spite of temperatures in excess of 110 degrees, the Arizona Department of Transportation will be heating things up this month with a community party to mark completion of the state's largest-ever public works project – constructing nearly 150 miles of new freeways in the Valley.

*Roundin' Out the Red Mountain*, a freeway opening event from 5 p.m. to 8 p.m. on July 15 will celebrate completion of Loop 202 (Red Mountain Freeway). The completion of this final segment between Power Road and University Drive in Mesa represents an important milestone in transportation improvements in the Valley including the completion of the Red Mountain Freeway, the conclusion of Proposition 300 projects and the successful partnership between taxpayers and ADOT spanning more than 20 years. Other Proposition 300 projects include the entire Loop 101 and State Route 51.

The celebration event will take place on the new, nearly five-mile-long segment of Loop 202 between Power Road and University Drive. ADOT is encouraging community members from across the Valley to attend the event, which will include a brief ceremony with local leaders, a 5k Fun Run/Bike Ride, a variety of exhibits by businesses and organizations, and an ADOT Road Show creatively detailing how freeways are designed and constructed.

"If freeway openings in the past are any indication of public participation, we anticipate nearly 10,000 citizens flocking to the festivities to mark the opening of this significant piece of the freeway," says Julian Avila, public information officer. The City of Chandler will join ADOT in the ceremonies.

Voters approved Proposition 300 in 1985, creating a one-half cent sales tax to fund a Regional Freeway System, including the Red Mountain Freeway. The Red Mountain Freeway is the second component of Loop 202 in the East Valley. The Santan Freeway was completed in July 2006.

In 2004, Maricopa County voters approved a 20-year extension of the one-half cent sales tax to fund a comprehensive package of diverse transportation improvements as part of the Regional Transportation Plan.



## Floyd Roehrich, named acting state engineer; replaces Sam Elters

**W**ith the recent resignation of Sam Elters as state engineer, ADOT Director Victor Mendez appointed Floyd Roehrich to lead the Inter-modal Transportation Division as acting state engineer.



*F. Roehrich*

Only six months ago, Roehrich was appointed to the office of deputy state engineer to lead the Valley Transportation Group.

Roehrich has over 20 years of engineering experience with ADOT, the majority of that time in the offices of the Roadway Engineering, and Statewide Project Management.

He is a graduate of North Dakota State University with a Bachelor's Degree in civil engineering. He had worked for the North Dakota Highway Department for four years before coming to ADOT as a team leader in the Roadway Design Section.

Elters, who served for nearly three years as state engineer, left the end of June to take a position as chief engineer for a toll road authority in Orange County, Calif.

## Milestones in Service

Employees attaining mileposts for years of service include:

### 30 Years

**Ricardo J. Araiza**, ITD, Phoenix Maintenance

**Michael J. Harrington**, ITD, Phoenix Construction

**Frank R. Molina**, ITD, Engineering Technical Group

**Alfredo V. Villanueva**, ITD, Prescott District Construction

**Charles W. Willis**, TSG, Equipment Services, Globe

### 25 Years

**Jeffrey Ambrose**, TSG, Financial Management Services

**Marta Y. Anaya**, ITD, Safford District Maintenance

**Ann M. Phillips**, ITD, Traffic Engineering Group, Administration

**Joseph M. Phillips**, ITD, Roadway Engineering Group, Roadway Design

### 20 Years

**Raymond F. Chavez**, ITD, Prescott District Maintenance

**Lyle D. Drost**, ITD, Phoenix Maintenance District

**Charles P. Gillick, Jr.**, ITD, Flagstaff District

**John M. Heaton**, ITD, Roadway Engineering

**Lynn M. Johnson**, ITD, Holbrook District

**Sandra E. Keeling**, MVD, Special Projects

**Daniel Koller**, ITD, Traffic Engineering Group, Statewide Striping

**Arthur E. Paschke**, TSG, Information Technical Group

**James A. Walter**, TSG, Equipment Services, Phoenix

### 15 Years

**Mary J. Lopez**, MVD, Customer Service, Casa Grande

**Frances E. Lutrell**, ITD, Statewide Project Management

**Karen D. Nealy**, MVD, Customer Service

**Erlinda J. Osuna**, MVD, Operational Support

**Maggie Quintana**, MVD, Customer Service Southeast Mesa

**Adrian W. Sample**, ITD, Traffic Engineering Group, Statewide Striping

**Scott M. Vollrath**, ITD, Phoenix Maintenance

**Bertha Whitby**, TSG, Procurement

### 10 Years

**Hector J. Bejarano**, ITD, Tucson District Construction

**Antonio F. Conte**, ITD, Tucson District Construction

**Olga M. Fowler**, MVD, Tempe Dual Office

**Ayman S. Ghadban**, ITD, Engineering Technical Group

**Mary F. King**, MVD, Customer Service Training

**Joseph P. Lacorti**, TSG, Equipment Services, Fredonia

**Jerry N. Massie**, TSG, Fleet Management Administration

**Adalberto H. Ochoa**, MVD, Abandon Vehicle

**Clay A. O'Daniel**, ITD, Tucson District

**Javier P. Ramirez**, MVD, Customer Service

**Randy L. Reifsnnyder**, MVD, Grants

**Steve W. Sessions**, ITD, Flagstaff District

**Kerri L. Stamas**, MVD, Third Party Management Support

**Phillip Vasquez**, ITD, Phoenix Maintenance

**Susan Wade**, MVD, San Simon Port of Entry



Adopt a Highway Volunteers  
**CELEBRATING**  
**20 YEARS**



By Karen Mills and Dian Work

## You shared your opinions

After nearly a year-and-a-half of writing ethical guidelines for our readers, we want to know how readers would react if faced with making ethical choices.

So, in our last column, we asked readers to choose one of three options to each of three ethics scenarios.

Here's how respondents told us they would react in each situation:

### Door prize at open house for consultant

At an open house for a consultant, you are given a ticket for a chance to win two tickets to a sporting event, which you win. Your best course of action would be:

1. Accept the tickets – after all, everyone had a chance to win. Forty-nine people (32.5 percent) agreed that this course of action would be ethical.
2. Accept the tickets, but donate them to a local charity. Twenty-one of you (13.9 percent) said they would do this.
3. Decline the door prize. Eighty-one (53.6 percent) chose this answer.

*Number 3 would be the safest and best choice of action. While number 2 seems reasonable, you would have to depend on others knowing what*

*you did with the tickets. Those of you who chose number 1 could use a crash course in ethics.*

### Vendor or consultant-sponsored golf outing

Should you attend an all-expense-paid golf outing sponsored by a vendor or consultant?

Your best course of action would be:

1. Accept and have a good time. Eleven (7.3 percent) chose this answer.
2. Accept, but pay your own way. Thirty (19.9 percent) said they would do this.
3. Decline the invitation. A total of 110 people (72.8 percent) said this would be the right thing to do.

*The best course of action would be number 3. If you chose number 2, remember that others will be seeing you play golf and have no idea that you made arrangements to pay for the event. Unfortunately, perception is what gets published. Number 1 is ethically unacceptable.*

### Door prize at conference

At a national technology convention such as COMDEX, you win a high-end desktop printer as a door prize. Should you accept it?

1. Yes, although attending for ADOT, I can personally accept it. 22 (14.6 percent) selected this answer.
2. Yes, I can accept the printer for ADOT. 61 (40.4 percent) thought this would be acceptable.
3. No, I cannot accept the door prize. 68 (45 percent) made this choice.

*Either number 2 or number 3 would be ethical decisions. Number 1 is unethical and could lead to repercussions.*

Out of 151 responses, the Motor Vehicle Division offered the most responses, 105 (69.5 percent) followed by Transportation Services Group, 19 (12.6 percent) and Intermodal Transportation Division, 15 (9.9 percent). Communication and Community Partnerships, and the Office of Inspector General, each had four responses (2.6 percent). Two responses (1.3 percent) were received from the Director's Office. (Aeronautics Division had one response (.7 percent). We are uncertain as to the exact assignment of one respondent who listed their affiliation as 'PGA.' (.7 percent), but their response is counted in the total. No answers were received from the Multimodal Planning Division

Whether or not we realize it at the time, all our words, actions and attitudes reflect our choices. Making ethical decisions requires the ability to make distinctions between competing choices. It is not always obvious to decide between right and wrong, or good and bad. Sometimes it is a choice between two apparently good choices.

## Retirements from ADOT

**Employees retiring from ADOT, as reported by the Human Resources office include:**

**Margaret Blair**, MVD, Enforcement, 30 years

**James C. Havins**, ITD, Roadway Engineering Group, 22 years

**Paul L Holgate**, MVD, Kingman, 29 years

**David McDarby**, CCP, Creative Services, 20 years

**Norman C. Metcalf**, TSG, Information Technology Group, 8 years

**Dawn S. Palmer**, ITD, Safford District Construction, 15 years

**Thomas A. Parlante**, ITD, Traffic Engineering Group, 22 years

**Michael J. Serio**, ITD, Right of Way, 18 years

**Harry H. Tomerlin**, ITD, Prescott District Maintenance, 12 years

**Jack R. Wagner**, MVD, St. George Port of Entry, 10 years

## New officers for Capitol Toastmasters club

**The Capitol Toastmasters Club installed new officers at its June meeting in the auditorium of the ADOT Administration Building.**

Steve Mishler of ADOT's Roadway Design Section, retiring president, handed over the gavel to Sharon Waverling of CH2M HILL, consulting firm. Other officers include Sharon Haferkamp of Materials Group, sergeant-at-arms; Girgis Girgis, Construction Section, vice-president of education; Leigh Waite, Materials Group, treasurer; Laura Turiano of Davis Evans and Associates, secretary; Penny Anderson, Traffic Operations Center, vice-president of membership; and M. Asadul Karim, vice-president of public relations.

Capitol Toastmasters meets every Thursday at 7 a.m., in the Arizona Room at 1739 West Jackson Street, Phoenix.

Toastmasters International is a non-profit organization that helps members to become more competent and comfortable speaking in front of an audience. Members practice and hone communication and leadership skills, giving 5 to 7 minute presentations and receiving evaluations from other participants.

Employees desiring to join Capitol Toastmasters should contact Penny Anderson at 602-712-6086, [pmAnderson@azdot.gov](mailto:pmAnderson@azdot.gov); or M. Asadul Karim at 602-712-6799, [mkarim@azdot.gov](mailto:mkarim@azdot.gov).



*New officers of Capitol Toastmasters are, Sharon Waverling, president; Sharon Haferkamp, sergeant-at-arms; Girgis Girgis, vice-president of education; Leigh Waite, treasurer; Laura Turiano, secretary; and Penny Anderson, vice-president of membership. Absent is M. Asadul Karim, vice-president of public relations.*

## Comments and Kudos

John Harper, Flagstaff District Engineer, shares these comments received in a letter from a Department of Public Safety commander following a serious traffic accident on U.S. Route 89, south of State Route 64 over the Memorial Day weekend.

*I want to express my appreciation to Johnny Robbins [Gray Mountain Maintenance] and his crew for their assistance during a fatal collision which occurred May 25, 2008. Three citizens were killed in the crash.*

*Mr. Robbins and his team responded to the scene quickly, which allowed DPS officers to be reassigned to investigative roles. During the four hour closure, traffic backed up over five miles. ADOT personnel were stuck with dealing with a very unhappy public and answering the same questions over and over again. Most importantly, Mr. Robbins provided us with a case of drinking water which was distributed to officers at the scene.*

*The continued cooperative efforts of our departments to provide multi-agency support were enhanced that day by Mr. Robbins and your agency. Please let him know that we appreciated his assistance.*

*Sincerely,  
Lieutenant Jim Gerard,  
Commander District Two  
Highway Patrol*

State Rep. Olivia Cajero Bedford, D-Tucson, shares her opinions of the flow of traffic through Tucson during major I-10 expansion. In a letter to Jan Gordley, president of Gordley Design Group, a consulting firm handling public relations for that project, Rep. Bedford writes:

*Dear Ms. Gordley:*

*Our meeting was timely a few days ago, because I had thought of writing a complimentary letter regarding the smooth traffic flow that has been established by ADOT.*

*This letter was necessary on my part, because at the beginning of the construction, I did call several times to complain about the bottlenecks that were happening on the cross streets. My constituents were also complaining to you and to me. We made phone calls.*

*Simply put, I'm impressed, considering the scope of the work – the many times I drive in the area – which is all in my legislative district.*

*Now this letter is to compliment you and the whole team working on I-10.*

*I don't know if it's my imagination, but it seems that traffic is moving better than pre-construction!*

*Kind Regards,*

*Olivia Cajero Bedford  
State Representative*



Employees and retirees should be alert to a potential scam whereby persons identifying themselves as private investment counselors and insinuating they are working with the Arizona State Retirement System are offering personal financial planning.

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When making decisions about your retirement, particularly about your ASRS pension benefits, the Retirement Board encourages members to speak with an ASRS benefit advisor, attend an ASRS retirement planning meeting, or discuss your financial and retirement plans with a trusted financial planner or financial institution and/or your tax advisor.

The ASRS does not contact members by phone or email to review plans or offer financial advice. The ASRS also does not meet privately with members, except for specific appointments at ASRS offices in Phoenix or Tucson; nor do they solicit personal information from members by phone or email. Any official information from the ASRS is communicated to members through ASRS newsletters or individual correspondence sent through the mail.